

## Employee Culture and Learning Council (ECLC)

### MEETING AGENDA

**December 9, 2025 LOCATION: Via Teams – [Join the meeting now](#)**

MEETING PURPOSE			INSTITUTIONAL VALUES	
<p>This Council will be charged with an ongoing analysis of the learning and development programs at MCC, which will support a positive, employee-focused culture.</p> <p>The ECLC will provide recommendations to the CHRO for continuous improvement of programs to promote personal growth, leadership, and professional development of MCC employees.</p> <p>Meeting Goals – Tuesday, December 9, 2025</p> <ul style="list-style-type: none"> <li>• <b>Review Membership Roster</b></li> <li>• <b>Discuss charter draft to finalize at meeting</b></li> <li>• <b>NEO Discussion - continued</b></li> <li>• <b>Members – Open Comments</b></li> </ul>			<p><b>Excellence</b> – We deliver our very best as an employer, community partner, educator and workforce training provider for all of Kansas City.</p> <p><b>Learning</b> – We promote personal, professional and lifelong learning opportunities that positively impact lives and shape the Kansas City workforce.</p> <p><b>People</b> – People serve as the cornerstone of what we do and why we do it. We invest in employee development, intentionally recruit and retain a workforce that represents the communities we serve and embrace individuals of all walks of life as valued members of the MCC Wolf Pack.</p> <p><b>Integrity</b> – We conduct ourselves transparently, ethically and in ways that honor the trust placed in us by our students, employees, and communities we serve</p>	
Time Allotted	Item	Item Description and Action Desired Inform, Solicit Input, Decide, Other	Item Outcome	Institutional Value Alignment
3:30	Welcome and Introductions			
3:35	Review Membership Roster	Solicit Input, Decide	Review membership roster and members make recommendations of new members from Faculty and Staff groups-goal: representation from all campuses.	People
3:45	Discussion of Council Charter	Solicit Input	Review Charter document and solicit feedback on Outcomes. Goal: Final review by Friday 12/12.	People Excellence
4:00	New Employee Orientation (NEO)	Inform, Solicit Input	Discussion on current format of NEO, ideas for improving the experience, and proposed changes with launch of ONBOARD in NeoEd.	People Excellence Learning
4:25	Members – Open Comments	Solicit Input	Receive active feedback from Members to promote collaboration and continuous improvement.	People

## **ECLC Meeting Minutes – December 9, 2025**

**Start Time: 3:30pm**

### **Members in Attendance**

Amy Peak and Angie Carr, Co-Chairs, and Members: Tatia Shelton, Ruthanne Ingersoll, Ed Foley, Misty Town, and Jennifer Rogers

### **Welcome and Introductions**

Amy Peak, Co-Chair, welcomed everyone and shared an outline of the meeting. Amy shared that a request has been made for the SharePoint to reflect the current title of the council and informed members that all ECLC Agendas and Minutes will be housed in the MCC Shared Governance SharePoint site. Misty Town is new to the committee and took a couple of moments to introduce herself to the team before everyone gave brief introductions about themselves.

### **Review Membership Roster**

Amy reviewed the Roster and communicated that she added each member's campus to the roster to ensure we have an equal representation across the campuses. Jennifer shared that Bradley Musil (Philosophy Instructor at Maple Woods) is excited to join the committee. Amy stated she would reach out to Bradley via email to welcome him to the committee and invite him to attend ECLC meetings going forward. Jennifer stated that she will share that the ECLC needs two more faculty members at both the Faculty Senate Meeting on Thursday and the Blue River Faculty Association Meeting on Friday, while Amy will reach out to Online about a recommendation for a new member. Angie suggested inquiring with a Counselor to join the committee, Angie will reach out to Leslie Tracy, Counselor for Online, about joining the committee. Ruthanne shared that she is at Longview not the Administrative Center as shown on the roster, Amy corrected the location.

### **Discussion of Council Charter**

Amy asked for feedback on language and wording in the Council Charter, specifically around the purpose. The council members agreed that the purpose is clear and concise. Angie questioned whether the roster should be included in the Council Charter, Amy believed it should stay in place – the agenda format document which is currently being utilized is the same agenda designated for all shared governance group to use. Amy shared that the ECLC will review the outcomes annually before asking for any feedback on the current outcomes. The council began discussion around the organizational goal alignment: B-3, as it is now phrased as a “student-centered approach” rather than an “equity-centered framework” Amy stated she will correct the wording in the Council Charter. Ed Foley suggested that the KPI Impact should read “increase employee **and** student retention rate” since both can be tracked. Amy asked for input on the expected deliverable for outcome three. Angie suggested it include

collaborations, and Amy updated expected deliverable. Amy stepped away from the call to join another meeting but stated she would send the finalized Council Charter to Fred Wise, Standing Member, for review, before forwarding to Dr. Lee and any other required approvals. Amy also reminded the group that there would not be an ECLC Meeting in January. Amy wished everyone a happy holiday season, then handed the call over to Co-Chair, Angie Carr.

**New Employee Orientation (NEO)**

Angie shared with the council members that given their feedback at the last meeting, she would be incorporating campus tours into the NEO experience. Angie then asked for additional feedback around NEO. Jennifer has several new faculty members at Blue River and shared some concerns she has heard around NEO. Angie suggested that they attend the New Faculty Academy, which is held one Friday per month and is run by Dr. Wilkerson. Jennifer and Angie will be scheduling time to discuss improving NEO, especially for faculty members, and bringing that information back to the ECLC.

**Members—Open Comments:**

No Comments

Meeting adjourned at 4:30pm